

Approved For Release 2002/06/19 : CIA-RDP89-01114R000100080044-0

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16 June 1967

Mr. Echols:

For the 2 o'clock meeting this afternoon in  
Mr. Bannerman's office subject: CIA/AID Grade  
Comparability to be attended by [ ] you  
and Mr. [ ]

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Helen

1 JUN 1967

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MEMORANDUM FOR: Deputy Director for Support

SUBJECT : CIA/AID Grade Comparability

1. This memorandum is for your information and suggests action by you in paragraph 3.

2. The attached report prepared by [ ] and the PMCD covers the essentials of the grade problem, if one exists, in Vietnam. There are differences, some of which -- those at the managerial level -- appear generally justified. Others -- at the journeyman professional level -- could be eliminated by administrative action within our ability to apply. Whether such action is necessary or desirable is moot.

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3. I suggest that you may find it desirable to ask [ ] to meet with you and me to examine the actions we might take with their longer-range implications. I would propose that FE Division not be represented for this discussion because any action we might agree to take would have effect beyond FE's area. I would plan to bring [ ] with me.

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/s/ Emmett D. Echols  
Emmett D. Echols  
Director of Personnel

Att.

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Distribution:

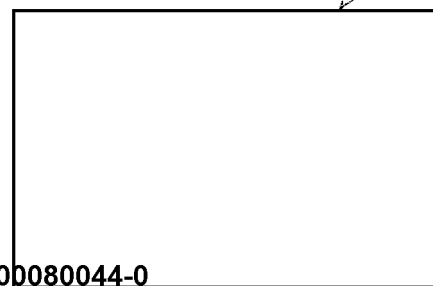
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Report on Comparability of CIA Grades in Vietnam to Those of AID

A review of the grades of AID positions in Vietnam on the basis of very limited information available at this time indicates that the grade structure for AID positions ranges up to three grades higher than the grade structure for CIA positions. However, when reviewing available program information it appears that there may be some justification for the higher grades in certain cases.

25X9 The position of Mission Director for the AID program in Vietnam is established at FA-03, \$27,000 per year. The position of Chief of Station for CIA in Saigon is established at grade GS-18, \$25,890 per year. When viewing these positions from a managerial standpoint there appears to be justification for the grade difference. For example AID has 2407 positions in Vietnam against approximately  for CIA. AID activities in Vietnam are very broad and diversified covering such areas as commerce, industry, trade, agriculture, education; public health, public safety, public works, labor, community development, housing, transportation, private enterprise, and communications on a national basis. In general the difference in grade level between the Chief of Station position (CIA) and the Mission Director position (AID) is reflected in all management and supervisory positions at all organizational levels.

At the professional worker level the Agency grade pattern is approximately one grade lower than in AID. For example the worker levels for Agency positions are GS-11, 12, and 13. In AID the worker levels are GS-12, 13, and 14. There are a considerable number of Agency professional positions established at the GS-11 level for the Vietnam Station. These grades were

established to accommodate junior officers, and maintain as closely as possible average grade controls. Allocation of most of these positions to the GS-12 level when deemed necessary would not involve much difficulty from a classification standpoint although average grade considerations would be involved.

At the nonprofessional level the grade structure for Agency positions compares very favorably with AID.

The lack of job information on AID positions as well as background information on organization structure and lines of authority preclude a position-by-position comparison. To make such a comparison will require more information from AID, both headquarters and the field and an organization chart for OCO. If such a comparison is desirable it is estimated that it would take several weeks before detailed information could be developed.

In reviewing personnel policy in AID it appears that factors other than duties and responsibilities were taken into consideration in establishing grades of positions. These factors include the availability of qualified personnel and the salary desired by applicant. Many of the AID positions are filled by temporary personnel recruited specifically for a position in Vietnam. Upon completion of the job such personnel have no further employment rights with AID and are normally terminated. AID staff employees accepting overseas assignments that involve promotions are promoted on a temporary basis and are cut back to their original grade upon completion of the assignment unless they can be absorbed at the higher grade in headquarters.

In view of the absence of position information from AID on Vietnam, it is believed that the Agency should defer any changes in grades of positions in Vietnam at this time.

If a promotion policy unique to the Vietnam Station is to be considered, it is recommended that this policy establish promotions on a temporary basis for duration of the employees' assignment to Vietnam. Also, any promotion recommendation must be submitted only after the incumbent has demonstrated his ability to perform the duties of the position to the satisfaction of his superiors. The temporary nature of the promotion should be very explicit and the employee should have definite understanding that he will be returned to his permanent grade immediately upon completing his assignment in Vietnam. However, the temporary promotion policy should not in any way preclude the consideration of employees in Vietnam for a permanent promotion or assignment to a higher level position during a tour of duty in Vietnam.

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**SECRET**

AID POSITION AND PERSONNEL  
GRADE DISTRIBUTION

Vietnam

| <u>AID</u><br><u>GRADE</u> | <u>GS</u><br><u>EQUIV.</u> | <u># Pos.</u> | <u>% of Pos.</u> | <u># Pers.</u> | <u>% of Pers.</u> |
|----------------------------|----------------------------|---------------|------------------|----------------|-------------------|
| FSR-1                      | GS-17                      | 30            | 1.5%             | 21             | 1.%               |
| 2                          | GS-16                      | 52            | 2.%              | 50             | 3.%               |
| 3                          | GS-14                      | 363           | 15.%             | 189            | 10.%              |
| 4                          | GS-13                      | 700           | 29.%             | 335            | 19.%              |
| 5                          | GS-12                      | 630           | 26.%             | 310            | 18.%              |
| 6                          | GS-10                      | 394           | 16.%             | 298            | 17.%              |
| 7                          | GS-08                      | 70            | 3.%              | 241            | 14.%              |
| 8                          | GS-07                      | 13            | .5%              | 134            | 8.%               |
| 9                          | GS-06                      | --            | --               | 4              | .23%              |
| FSS-2                      | --                         | --            | --               | 1              | .06%              |
| 3                          | GS-12                      | 2             | .08%             | 0              | --                |
| 4                          | GS-10                      | 0             | 0                | 0              | --                |
| 5                          | GS-09                      | 6             | .24%             | 2              | .11%              |
| 6                          | GS-08                      | 11            | .40%             | 11             | .63%              |
| 7                          | GS-07                      | 38            | 2.5%             | 32             | 2.%               |
| 8                          | GS-06                      | 52            | 2.%              | 47             | 3.%               |
| 9                          | GS-05                      | 44            | 2.%              | 35             | 2.%               |
| 10                         | GS-04                      | 2             | .08%             | 23             | 1.3%              |
| TOTAL                      |                            | 2407*         |                  | 1733           |                   |

\* AID MISSION DIRECTOR, FA-03, NOT INCLUDED IN ABOVE LISTING.

**SECRET**



## FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND EMPLOYEES

SEC. 106. (a) The fourth sentence of section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended to read as follows: "The per annum salaries of Foreign Service officers within each of the other classes shall be as follows: 79 Stat. 1118.

|              |          |          |          |          |          |          |          |
|--------------|----------|----------|----------|----------|----------|----------|----------|
| Class 1..... | \$23,085 | \$24,770 | \$25,890 |          |          |          |          |
| Class 2..... | 19,333   | 20,004   | 20,675   | \$21,347 | \$22,018 | \$22,689 | \$23,360 |
| Class 3..... | 15,841   | 16,361   | 16,941   | 17,491   | 18,041   | 18,591   | 19,141   |
| Class 4..... | 12,973   | 13,321   | 13,769   | 14,217   | 14,665   | 15,113   | 15,561   |
| Class 5..... | 10,602   | 10,970   | 11,338   | 11,706   | 12,074   | 12,442   | 12,810   |
| Class 6..... | 8,843    | 9,147    | 9,451    | 9,755    | 10,059   | 10,363   | 10,667   |
| Class 7..... | 7,473    | 7,724    | 7,975    | 8,226    | 8,477    | 8,728    | 8,979    |
| Class 8..... | 6,451    | 6,694    | 6,877    | 7,060    | 7,303    | 7,516    | 7,729    |

(b) The second sentence of subsection (a) of section 415 of such Act (22 U.S.C. 870(a)) is amended to read as follows: "The per annum salaries of such staff officers and employees within each class shall be as follows:

|               |          |          |          |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Class 1.....  | \$15,841 | \$16,391 | \$16,941 | \$17,491 | \$18,041 | \$18,591 | \$19,141 | \$19,691 | \$20,241 | \$20,791 |
| Class 2.....  | 12,873   | 13,321   | 13,769   | 14,217   | 14,665   | 15,113   | 15,561   | 16,009   | 16,457   | 16,905   |
| Class 3.....  | 10,002   | 10,970   | 11,338   | 11,706   | 12,074   | 12,442   | 12,810   | 13,178   | 13,546   | 13,914   |
| Class 4.....  | 8,843    | 9,147    | 9,451    | 9,755    | 10,059   | 10,363   | 10,667   | 10,971   | 11,275   | 11,579   |
| Class 5.....  | 7,974    | 8,246    | 8,518    | 8,790    | 9,062    | 9,334    | 9,606    | 9,878    | 10,150   | 10,422   |
| Class 6.....  | 7,201    | 7,441    | 7,681    | 7,921    | 8,161    | 8,401    | 8,641    | 8,881    | 9,121    | 9,361    |
| Class 7.....  | 6,614    | 6,832    | 7,050    | 7,268    | 7,486    | 7,704    | 7,922    | 8,140    | 8,358    | 8,576    |
| Class 8.....  | 5,853    | 6,051    | 6,249    | 6,447    | 6,645    | 6,843    | 7,041    | 7,239    | 7,437    | 7,635    |
| Class 9.....  | 5,341    | 5,517    | 5,693    | 5,869    | 6,045    | 6,221    | 6,397    | 6,573    | 6,749    | 6,925    |
| Class 10..... | 4,776    | 4,936    | 5,096    | 5,256    | 5,416    | 5,576    | 5,736    | 5,896    | 6,056    | 6,216    |

(c) Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of this section at one of the rates provided by section 412 or 415 of the Foreign Service Act of 1946 shall receive basic compensation, on and after such effective